

CITY OF CHULA VISTA PROPOSAL TO MM/PROF/SEIU 221
REGARDING SALARY ADJUSTMENTS

DATE: 05/02/2013

CITY PROPOSAL:

City of Chula Vista proposal to MM/PROF/SEIU 221:

Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph II shall now read:

II. Salary adjustments shall be made as follows:

For Fiscal-Year (FY) 2013-14:

1. MM/PROF/SEIU 221 represented employees in classifications identified by the City in Attachment 1 shall receive a 3% salary adjustment on the pay period starting July 12, 2013.
2. MM/PROF/SEIU 221 represented employees in classifications identified by the City in Attachment 2 shall receive a 2% salary adjustment on the pay period starting July 12, 2013.
3. MM/PROF/SEIU 221 represented employees in classifications identified by the City in Attachment 2 shall receive a 1 % salary adjustment on the pay period starting July 12, 2013.
4. MM/PROF/SEIU 221 represented employees who are not receiving salary adjustments set forth on paragraphs 1, 2, and 3 above and who have not received a raise in the last four (4) years shall receive a one-time stipend in the amount of \$250 on or before September 13, 2013. This one-time stipend is not intended and does not meet the definition of compensation outlined in the California Code of Regulations and therefore is not reportable compensation to CalPERS.

For Fiscal-Year 2014-2015:

1. There shall be no automatic salary adjustments. However, the City would endeavor to, but cannot commit and is not required to, provide additional salary adjustments in FY 2014-15 based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
 - The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next possible salary adjustment increases during the re-opener period set forth in this paragraph.
 - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.

- General Fund total operating reserves have remained stable from the prior fiscal year.
 - Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
2. To allow for salary adjustment increases, the City may reopen the MOU at any time starting in the in the month of February 2013 for salary adjustment increases, that would be implemented during the FY 2014-2015 time period.

MOU TERM: The MOU expires on June 30, 2015.

[END]

ATTACHMENT 1

The following classifications shall receive a 3% salary adjustment as set forth in the MOU:

Classification
DEVLPMT SVCS COUNTER MGR
OPEN SPACE MANAGER
PUBLIC WORKS MANAGER
SR MANAGEMENT ANALYST
PRINCIPAL MANAGEMENT ANALYST
RECORDS MANAGER
PRINCIPAL RECREATION MANAGER
OPS&TELECOM MGR
GIS MANAGER
3% Group/10 FTE's

[END]

ATTACHMENT 2

The following classifications shall receive a 2% salary adjustment as set forth in the MOU:

Classification
POLICE SUPPORT SERVICES MGR
SR RISK MANAGEMENT SPECIALIST
FLEET MANAGER
ANIMAL CARE FACILITY MGR
SR PROGRAMMER ANALYST
CONSTRUCTION & REPAIR MGR
CUSTODIAL & FACILITIES MANAGER
BLDG PROJECT MANAGER

2% Group/11 FTE's

[END}

ATTACHMENT 3

The following classifications shall receive a 1% salary adjustment as set forth in the MOU:

LANDSCAPE ARCHITECT
SR PUBLIC SAFETY ANALYST
LIBRARY DIGITAL SERVICES MGR
PRINCIPAL LIBRARIAN
SR LIBRARIAN
PRINCIPAL CIVIL ENGINEER
SR APPLICATION SUPPORT SPEC
EMS NURSE COORDINATOR
PARKS OPERATIONS MANAGER
ENVIRON SVCS PROG MGR
SR PLANNER
SR PROJECT COORDINATOR
PRINCIPAL PLANNER
PRINCIPAL ECONOMIC DEV SPEC
PRINCIPAL PROJECT COORDINATOR
WASTEWATER COLLECTIONS MANAGER
CRIME LABORATORY MANAGER
1% Group/FTE's 28.5

[END]